

Workplace Mental Health Priorities in October: Build Suicide Awareness and Resilience

Here are two vital mental and emotional health priorities for the workplace in October:

- 1) **Build your [suicide awareness and prevention](#) capability** – Starting now through December, suicides in Washington State are expected to peak, according to our state Department of Health's [report predicting the behavioral health impacts of COVID](#). Our state's suicide rate is already [higher than the national average](#) and had [increased substantially -- by nearly 19% -- from 1999-2016](#). In addition, during the summer a [CDC national survey](#) found that about 25% of people ages 18 to 24 had seriously considered suicide in the last 30 days; and 11% of all adults surveyed had seriously considered suicide, with higher rates among Latinx and Black respondents. These numbers are three to four times higher than similar data reported in the second quarter of 2019.

Here's what you can do now:

- **Most important: if you or someone else is at immediate risk of suicide, please act now -- call 911 or call the National Suicide Prevention Lifeline at 1-800-273-8255.**
 - Check out the "Manager and HR Resources" section of the EAP's [Suicide Prevention page](#), which includes comprehensive suicide prevention and intervention resources such as this [handout: The Role of Managers in Preventing Suicide in the Workplace](#) and detailed instructions about how to help an employee who you're concerned may be suicidal.
 - Review the information and links on EAP's [Racism and Mental Health Resources](#) page and the DEI section of the [COVID-19 Resources](#) page.
 - **Watch the 1 hour on-demand webinar [Suicide Awareness and Prevention Training](#)**, offered through the state's Learning Management System (LMS) and based on [the LEARN suicide intervention model](#). (Organizations without LMS access can purchase access to this training by contacting the DES Workplace Learning and Performance team at traininginfo@des.wa.gov.)
 - **Reach out to the EAP** to discuss your concerns, at 1-877-313-4455.
- 2) **Build resilience in your workplace** - To help address the harmful effects of the COVID-19 pandemic on the workforce, our state Department of Health (DOH) has created [COVID-19 Guidance for Building Resilience in the Workplace](#). The comprehensive nine-page report includes: a description of the pandemic's most common behavioral health impacts and the four ingredients necessary to build resilience, plus detailed recommendations to increase resilience at every level of the workplace (organizational, leadership and individual). For example, the four ingredients needed to build and foster resilience cited in the report include:

<continued>

- a) Be able to adapt and be mentally flexible
- b) Focus on developing social connections, both big and small.
- c) Develop a shared sense of purpose.
- d) Focus on hope.

For additional help as you work to build your team's and organization's resilience, check out EAP's [Leading Teams and Supporting Employees through COVID-19 webinar](#) along with other resources on our [COVID-19 Resources page](#). And, to get connected to caring support and guidance tailored specifically to you and your organization's needs, don't hesitate to [contact EAP](#), via [online referral](#) or by phone at 1-877-313-4455.

Upcoming Live Support Webinars

(New) Leading the Human Side of Change

We are currently experiencing a rapid transformation of the workplace. As a leader, you may find yourself struggling with how to navigate and lead your team through the challenges that can come with change. In this webinar you'll learn about the human side of change, how change impacts you as a leader and your work group, strategies to support your team through change, and what resources are available to support both you and your employees.

- Wednesday, October 28, 2020 2:00pm-3:30pm [Register](#)

Navigating Change in Challenging Times

In our ever changing world, learning how to navigate change is an essential skill—one that can be developed. In this webinar we'll talk about the impact of change, actions you can take to navigate change based on your unique response to stress, and resources available to support you.

- Thursday, October 1, 2020 1:00pm-2:30pm - [Register](#)
- Thursday, October 22, 2020 2:00pm-3:30pm [Register](#)

Navigating Change Handouts:

- [My Change Plan](#)
- [Self-Care at Work](#)

How to Build Resilience When Your Job Involves Helping Others in Crisis

This webinar is intended for those who are supporting others in crisis e.g. customers, clients, students, employees/staff. During this webinar you will learn how your mind and body responds to stress, possible impacts on your emotional and physical well-being, strategies to build resilience, and supports and resources available to you.

- Tuesday, October 6, 2020 10:30am-12:00pm [Register](#)

Available EAP Resources:

[Accessing EAP Services](#) | [COVID-19 Resources](#)

[Racism & Mental Health Resources](#) | [Suicide Prevention Resources](#)

